

# Comparisons of Job Characteristics

**Focus Occupation:** [Compensation, Benefits, and Job Analysis Specialists \(13-1072\)](#)

**Associated Occupation:** [Arbitrators, Mediators, and Conciliators \(23-1022\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

|    |                                                    |
|----|----------------------------------------------------|
| << | Focus occupation element is much lower             |
| <  | Focus occupation element is lower                  |
| 0  | Focus occupation element is at a similar level     |
| >  | Focus occupation element is at a higher level      |
| >> | Focus occupation element is at a much higher level |

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 74

**Focus Occupation:** Compensation, Benefits, and Job Analysis Specialists (13-1072)

**Associated Occupation:** Arbitrators, Mediators, and Conciliators (23-1022)

| Associated Occupation's Key Knowledge Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating | Evaluation of Focus Occupation                            |
|------------------------------------------------|---------------------------------|--------------------------------|---------------------------|-----------------------------------------------------------|
| Customer and Personal Service                  | 11.3                            | 16.6                           | 8.7                       | << Extensive education and/or training may be required    |
| English Language                               | 11.2                            | 16.6                           | 15.4                      | 0 Current knowledge level may be sufficient               |
| Law and Government                             | 5.9                             | 15.0                           | 9.4                       | << Extensive education and/or training may be required    |
| Psychology                                     | 6.4                             | 13.3                           | 5.4                       | << Extensive education and/or training may be required    |
| Personnel and Human Resources                  | 5.6                             | 13.2                           | 19.1                      | >> Current knowledge level is likely more than sufficient |
| Sociology and Anthropology                     | 4.1                             | 12.7                           | 3.2                       | << Extensive education and/or training may be required    |
| Therapy and Counseling                         | 3.8                             | 8.6                            | 1.8                       | << Extensive education and/or training may be required    |
| Philosophy and Theology                        | 3.2                             | 7.0                            | 1.8                       | << Extensive education and/or training may be required    |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 81

**Focus Occupation:** Compensation, Benefits, and Job Analysis Specialists (13-1072)

**Associated Occupation:** Arbitrators, Mediators, and Conciliators (23-1022)

| Associated Occupation's Key Skills Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating | Evaluation of Focus Occupation                                  |
|---------------------------------------------|---------------------------------|--------------------------------|---------------------------|-----------------------------------------------------------------|
| Negotiation                                 | 6.8                             | 17.9                           | 8.8                       | << Extensive development of skills in this area may be required |
| Active Listening                            | 11.0                            | 17.0                           | 14.2                      | < A higher skill level may be required                          |
| Speaking                                    | 10.8                            | 15.9                           | 13.3                      | < A higher skill level may be required                          |

|                              |      |      |      |    |                                                              |
|------------------------------|------|------|------|----|--------------------------------------------------------------|
| Critical Thinking            | 10.8 | 14.3 | 13.8 | 0  | Current skill level may be sufficient                        |
| Persuasion                   | 7.4  | 14.2 | 8.9  | << | Extensive development of skills in this area may be required |
| Judgment and Decision Making | 9.4  | 12.7 | 10.8 | <  | A higher skill level may be required                         |
| Social Perceptiveness        | 9.1  | 12.7 | 10.8 | <  | A higher skill level may be required                         |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Abilities

Similarity of Focus Occupation to Associated Occupation: 93

Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

| Associated Occupation's Key Abilities Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating | Evaluation of Focus Occupation |                                               |
|------------------------------------------------|---------------------------------|--------------------------------|---------------------------|--------------------------------|-----------------------------------------------|
| Oral Expression                                | 12.4                            | 15.6                           | 13.0                      | <                              | Some improvement in abilities may be required |
| Oral Comprehension                             | 12.5                            | 14.8                           | 13.3                      | <                              | Some improvement in abilities may be required |
| Written Comprehension                          | 11.0                            | 14.4                           | 13.0                      | <                              | Some improvement in abilities may be required |
| Written Expression                             | 9.8                             | 14.4                           | 11.5                      | <                              | Some improvement in abilities may be required |
| Speech Clarity                                 | 10.2                            | 13.0                           | 11.1                      | <                              | Some improvement in abilities may be required |
| Deductive Reasoning                            | 10.6                            | 12.9                           | 12.6                      | 0                              | Current ability level may be sufficient       |
| Inductive Reasoning                            | 10.2                            | 12.7                           | 11.0                      | <                              | Some improvement in abilities may be required |
| Near Vision                                    | 11.1                            | 12.6                           | 11.7                      | 0                              | Current ability level may be sufficient       |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus Occupation to Associated Occupation: 70

Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

| Work Activities                            | Exclusivity of Activity |
|--------------------------------------------|-------------------------|
| Arbitrate personnel disputes               | 92                      |
| Communicate technical information          | 4                       |
| Make presentations                         | 13                      |
| Use interpersonal communication techniques | 10                      |
| Use interviewing procedures                | 23                      |

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 92

**Focus Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)**  
**Associated Occupation: Arbitrators, Mediators, and Conciliators (23-1022)**

| Tools and Technologies                 | Exclusivity |
|----------------------------------------|-------------|
| Business function specific software    | 1           |
| Computers                              | 1           |
| Content authoring and editing software | 1           |
| Data management and query software     | 1           |
| Duplicating machines                   | 6           |
| Information exchange software          | 1           |
| Network applications software          | 1           |

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.